

Cassandra A. Munro
Candidate: Secretary

- What emerging trends or anticipated changes in perioperative nursing do you believe will have the greatest impact on our profession, and how would you, as an elected leader, help prepare AORN to meet these challenges?

Perioperative nursing is being reshaped by persistent staffing shortages, rapid technology advancements, AI adoption, and a policy environment that could further strain the workforce. A critical threat is the proposal to exclude nursing from the definition of a “professional degree,” potentially constricting the pipeline for advanced-practice roles, affordable education, and undermining patient access, and safety. The greatest implications will be in how we recruit, train, and retain competent nurses.

As Secretary, I will advance a legacy-driven transfer of knowledge to capture and disseminate best practices across multigenerational professionals; accelerate the adoption of evidence-based guidelines; strengthen education and mentorship channels from new perioperative nurses to seasoned RNs; and align with workforce-well-being initiatives to combat burnout. I will mobilize targeted advocacy to keep AORN a steadfast partner in safeguarding the nursing workforce, the quality of perioperative care, and patient outcomes. By embracing legacy, collaboration, and evidence, we can meet these challenges.

- Collaboration is essential to effective leadership. Can you share a specific example of a time when you successfully fostered teamwork across diverse individuals or groups?

Leading change requires every stakeholder at the table with shared decision making leveraging various perspectives to drive continual improvement. Collaboration is most powerful when diverse voices converge around a shared goal. For me, it’s the international initiative to standardize perioperative pressure injury risk assessment and prevention.

As a global collaborator, I continuously lead multisite and international research, standardization, implementation, and evaluation of the Munro Scale perioperative pressure injury risk assessment. This unites researchers, leaders, educators, and frontline nurses under a partnership framework and common practice guidelines, enabling consistent care and outcomes across diverse settings. The result is new knowledge that informs standardized care pathways and education resources, with scalable implementation across sites.

Lessons learned feed into subsequent cycles to accelerate next collaborations. Through a people-centered approach, inclusive translation, and cultural adaptation, I lead

knowledge generation that furnishes evidence for guidelines while ensuring findings translate into practice aligned with AORN's mission.

- What inspired you to run for this elected position, and how does serving in this role align with your passion for advancing perioperative nursing and AORN's mission?

I am passionate about perioperative nursing thriving and am inspired by wise 'lionesses' who are passing the baton to me to build a stronger pride. I'm running for Secretary because I believe perioperative nursing deserves a strong, member-driven voice. All moving with one purpose: to protect the patient and our teams

We are at a pivotal moment: nursing demands are rising while shortages persist; an aging population and continued public health and policy challenges strain capacity. AORN's mission to define, support, and advocate for patient and staff safety requires bold, member-driven leadership, ongoing education, and effective communication.

I will champion collaboration across specialties and borders, uphold diversity and inclusion, and advocate to build a stronger pride of lifelong members for raising our young, protecting our territory, and safeguarding our future. This aligns with my 30-year commitment to perioperative nursing, creating strong social bonds that provide stability. I'm ready!